

# LIBRARIANS' ADVOCATE

Number 6 April 1974

American Federation of Teachers AFL-CIO

## LIBRARIANS SPUR U.C.L.A. GROWTH

In less than two years the membership among librarians at UCLA in AFT Local 1990 has gone from zero to 20 members, with more on the way. This represents more than 14% of the 139 eligible librarians on campus. Membership has been broadly distributed both by rank and geographically. There are ten assistant librarians, eight associate librarians, one librarian, and one assistant university librarian. Included are a unit head and an acting unit head. These members work in eight of the Library's 28 units.

The first member to join in this resurgence of interest in unionization did so in the spring of 1972. In the fall quarter of 1972, Martin Silver from the Arts Library at UC Santa Barbara, and Vice President of the AFT local there, agreed to come to the UCLA campus to share the successful experience at Santa Barbara, where almost 50% of the eligible librarians had been recruited. Several librarians met with Martin in a classroom and discussed the possibilities at UCLA. We felt that an initial attempt several years before to organize the librarians at UCLA had foundered with the creation of the Librarians Association. There was now a general feeling that the Librarians Association, although a potentially useful organization in terms of library governance, could not serve the function of an independent employees organization. The feeling was that the Association's quasi-administrative nature limited the flexibility of its response to the broad range of concerns felt by librarians at UCLA.

## UNIVERSITY COUNCIL

## SALARY ARBITRATION

### What happened and why

On January 14, 1974, Robert Burns, the arbitrator in the dispute over librarian inequity pay, handed down a decision upholding the University of California's action not to give librarians a larger salary increase for 1972-73.

The Burns decision was a keen disappointment, since the librarians' claim for a larger increase is so compelling that even UC administration acknowledges that librarians deserve a special inequity salary increase.

How was it possible, then, that the arbitrator upheld the UC action to give librarians only 1% more than the general salary increase for faculty and other academic employees? Simply by avoiding any consideration of the merits of the issue.

At the hearing, which took place over a three day period in July and September 1973, UC argued that they acted reasonably and that the arbitrator should only decide whether or not the 1% higher increase was reasonable. On the other hand, the AFT argued that under the terms of the June 22, 1972, agreement ending the strike at UC Berkeley, the arbitrator was to decide on the amount of the increase.

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Also there was an awareness among many librarians of the impending State legislation allowing collective bargaining for public-sector employees in California. Martin stressed the need for librarians to be ready to sit

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UCLA GROWTH ... (contd. from page 1) across the bargaining table from the Administration when such legislation was finally passed.

At this Fall 1972 meeting the Librarians Caucus of UCLA's AFT Local 1990 was formed, and I agreed to be its Chairman. In the next year communication and recruitment was carried on almost exclusively by word of mouth. Membership grew as individual librarians were contacted and as the steady flow of mail from the University Council-American Federation of Teachers (UC-AFT) reported the state-wide efforts of UC librarians to win equitable salaries and fair grievance procedures. As one librarian who joined the union at UCLA has put it: "I joined because people were working very hard to advance my interests and I wasn't contributing to the cause."

During the 1972/73 academic year one more recruitment meeting was held at a member's home. Sam Bottone, UC-AFT Executive Secretary, came down from Berkeley as a resource person, and a few more librarians joined. As the 1973/74 academic year began there was a warmer feeling expressed among librarians toward the union. Fear of joining was beginning to fade. Feelings previously held by many librarians that the union was too political were also beginning to disappear. And a greater awareness of the University's unwillingness to grant anything approaching a fair inequity salary increase to librarians was becoming increasingly evident. The one spectacularly conscious-raising event for librarians at UCLA was the University Administration's proposal to the Regents for a 5.9% inequity adjustment for librarians for 1974/75 despite the fact that the University's own Special Committee to Study Librarians Salaries had reported an actual inequity of 27.5% and had recommended an inequity adjustment of no less than 14% for 1974/75. UCLA librarians felt that the University was clearly putting itself in an adversary position vis

a vis its employees and would have to be faced in the same spirit.

At the beginning of February 1973 Anne Lipow and Bill Whitson, librarians from the Berkeley campus, agreed to come down for what proved to be our biggest and most successful recruitment meeting. On a Friday afternoon after work, about 20 UCLA librarians met at a member's home. Anne and Bill spoke candidly and movingly of their experiences in the union movement among librarians at the University. The conversation was lively and unconventional, and we began to get the feeling that the union's hour was near at hand. A feeling of inevitability and dignity filled the air. It was decided at that gathering to hold weekly meetings at lunch time on Wednesdays. Additionally the slate of candidates for office for the UCLA local was completed. On the ballot for the five AFT officers at UCLA would be four librarians.

For the first time the office of Library Representative to the Executive Committee of the UCLA Local would be filled. This office in the Local would be created according to the constitution's provision when "five or more librarians are members in good standing." It was decided in the first business meeting of the Caucus that the Chairperson of the Librarians Caucus and the Library Representative should be the same person. This will take place in the spring election of 1974.

Perhaps the key to UCLA's success among librarians was hit upon by Anne Lipow in the February meeting when she was describing her own feelings toward the union. She said that when she joined she felt that somehow "I had recaptured my sense of dignity and self-worth". As I often say facetiously to prospective members: "Join the union and save the world!" Well, if not the world, at least one's self-respect.

Dino Sanchez  
College Library, UCLA

## SALARY INEQUITY:

### Progress Report

NOVEMBER 16, 1973. The University Administration asked the Regents to approve an average inequity increase for librarians of only 5.9%. The University also proposed at this time a restructuring of the salary schedule, which would move the range from \$8,000-\$20,000 to a range of \$11,000-\$22,000. This would be accomplished by giving an extremely large per cent increase at the beginning salaries, where there are few people involved, adding two steps at the top, where no one is yet, and leaving the great majority of UC librarians in the middle with a very small increase.

Librarians strongly opposed this action by the University. 80% of UC librarians signed an AFT-sponsored petition protesting both the amount of the increase and the proposed unfair distribution plan. Both AFT and the majority of UC librarians demanded the 9.3% inequity raise recommended last year, and approved by the Legislature. There was no response to this petition from the Regents, who approved the University's request. There was also no response to the AFT's request to the Regents to reconsider the librarians inequity increase at their January meeting.

JANUARY 24, 1974. The AFT held a meet and confer session with University administration officials, to protest the 5.9% proposal and the distribution scheme. At the meeting, AFT members pointed out that two University-appointed Salary Committees found the inequity to be in the neighborhood of 25%, and asked the University representatives to explain how the 5.9% amount was arrived at. All administration officials would say was that the 5.9% was all they could justify. When asked further if the University viewed the 5.9% to be the total amount of the inequity suffered by librarians, the University representatives were non-responsive.

At this meeting, the AFT also expressed concern over the projected distribution, and the injustice that it would do to the great majority of librarians, who are in the middle ranges. However, the University representatives could not seem to understand how librarians could object to a raised beginning and top salary, apparently not comprehending that the raising is of

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### UCSD forms 'Caucus'

The Library Union Caucus which was formed at UCSD consists of librarians who believe that a small group could relate better to the needs of the library and could act as a liaison between the library and the AFT. The membership, composed of union and non-union members, has grown from seven to thirteen since the group's first meeting in October, 1973.

The Caucus has recently taken some steps to improve the orientation and training of all staff. It was felt that the quality and quantity of training varied a great deal from department to department. A memo containing specific suggestions to improve the situation was presented to the Associate University Librarian for Personnel and circulated throughout all departments for comment. It was generally received enthusiastically by the staff.

Several Caucus members discussed the memo with the AUL for Personnel and as a result, action should proceed in several directions--e.g., inclusion of the library's services as part of the general all-Campus staff orientation; consideration of orientation and training as a topic of discussion at Department heads' meetings; creation of a library employees' handbook, designing models for departments on orientation and training; and improving opportunities for professional growth.

Bev French  
UCSD

## SALARY INEQUITY (Contd. from p.3)

the scale, and not necessarily of the librarians in the scale. The AFT pointed out that the proposed distribution will in effect cosmetically re-arrange the look of the salary schedule, without having to give an actual increase to all librarians commensurate with that new look.

Toward the end of the meeting, AFT members requested that the University get together with librarians, go over the Salary Committee reports, and state what the University believes the full inequity to be, and to make a commitment to a long-term plan to bring librarians salaries up to equity over a period of several years. University representatives could make no response to this request at the meeting, and there has since been no response to the request from Vice President Taylor's office.

MARCH 27, 1974. The Subcommittee of Education of the Assembly Ways and Means Committee held hearings on academic salaries at UC. Vice President Taylor made the University's presentation for an inequity increase for librarians in the 1974/75 budget. In this presentation, the University asked for only a 4.4% inequity increase, instead of the 5.9% recommended last fall. The reasons for this change are because the University has increased its request for the general academic range adjustment, and the increased range will serve as part of the "correction" of the librarian inequity.

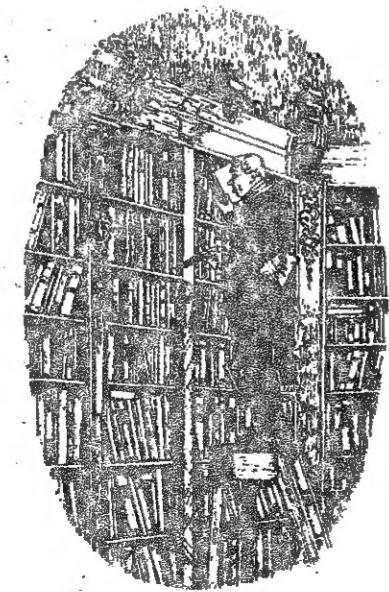
This thinking on the part of the University indicates clearly that they have no real concern for librarians' inequities, for a genuine inequity correction must come on top of any range adjustments, otherwise the gap simply widens for the group that has suffered the inequity. The University is fully aware of this fact, and their requests have never borne any similarity to the real amount of the inequity. The University administrations' real intention here is to manipulate the scale so that it looks better on the face of it. This intention is evidenced by the fact that the University is keeping to its proposed rearrangements of the scale, despite widespread opposition from librarians, and by

the fact that the University has adjusted its figures to ask only for enough money to accomplish the readjustments they desire in the salary scale.

Librarians have just cause to feel angry at the substance of the University's proposal, and its inadequacy. They also have cause to be upset with the inadequate way in which it was presented. When challenged by the members of the Subcommittee, Mr. Taylor had no real support for the librarians' increase. The University administration would not bring up the real facts that support librarians' case, especially those regarding the sex discrimination that UC librarians, as well as the whole profession, have faced. It was the AFT members present at the hearing who brought these facts back to the fore, and restored to the minds of the legislators that the librarians' inequity is a genuine problem.

There has been no further action on librarians' salaries since the subcommittee hearings. The Legislature is postponing its decisions until some time in the middle of May, when the revenues for the State of California for 1974/75 are determined. Meanwhile, the AFT will be keeping in touch with the legislators and will be working to get the inequity increase for librarians.

Mary Blackburn  
UCB



## J.C. RETIREMENT; or, How to Get Less for More

The person working at the desk next to yours may be about your own age, performing more or less the same tasks, and drawing exactly the same salary. But if he became a University of California employee before 1961 and you became one afterwards, he's one up on you and likely to remain so.

That co-worker belongs to the Public Employees Retirement System. You, and the thousands of people employed after 1961 belong, with no present possibility of an alternative, to the University of California Retirement System.

What's the difference? Among other things, the difference is money. Seven percent is deducted from a PERS member's gross pay; 8.1% is deducted from yours. A PERS member can retire at age 63, after 30 years of service, with a retirement income of 72.5 percent of his highest average salary over three year period. Your retirement income, as a UCRS member, will amount to 69% of the same salary. It is an interesting fact that the University plan provides slightly better retirement benefits for those leaving between the ages of 55 and 60. However, this is irrelevant, since very few of us retire so early. At 60, the plans are identical; after 60, PERS is superior.

But that's not all. Members of PERS have other advantages as well, one of which may be of incalculable importance. That advantage is "portability"--the right to transfer retirement credits to any of thousands of jobs in California--state, county, or municipal--covered by PERS. Members of UCRS can transfer their retirement credit only within the University of California system. And still another advantage for PERS members: they have twice been given the opportunity to join Social Security, and are urging that the opportunity be offered again. UCRS members have never had that option.

President Hitch is well aware of the disparity in retirement benefits. Recently he asked the State Legislature for funds to bring the benefits of UCRS closer to those of PERS. He was asked why, if he felt that PERS was so superior, he did not instead urge that the University join that system. He had no answer.

Why does the University of California continue to force its employees into an inferior retirement system? And how long, we add, will it be permitted to do so?

Jean Hudson  
UCB

## WHY I JOINED

A combination of experiences led to my joining the union. When I first came to work on campus in March 1972, I was given a variety of materials to read as background information. Among these was the Report on the Status of Women in the UC Libraries. I was very impressed by the quality of the report, and thoroughly disgusted by the situations described.

When I was here barely a month, the strike broke out. I was very much confused about the issues, but I remember the comparative list of campus salaries which was distributed. It became clear, again, that because librarianship is a female-typed profession, we would be discriminated against in the pay scale.

At the time of the strike, several of my colleagues were themselves struggling to decide whether they wanted to join the union, and they eventually did. These were people whom I respected as co-workers, for their effectiveness and their realistic approach to problems. I began to consider the possibility for myself that the union could be a rational alternative for dealing with the inequities of the li-

## WHY I JOINED (Contd. from page 5)

brarian's situation. One thing I was not interested in doing was joining a group of people who would be obsessed simply with making beautiful, futile gestures, and then going down in flames with a sense of smug self-satisfaction. I was interested in possibilities for results. I felt I could work in an organization with people, like my colleagues, who had a realistic approach to all the problems we faced.

Last year, I went to Sacramento with some AFT members to lobby for AB 1412, the bill to correct the inequity in UC librarians' pay. After that experience, I felt more strongly than ever that the union was the group that could produce results. The presentations to the legislators were eloquent and well documented. The bill passed four committees and both houses of the legislature, largely because union members were there at the crucial times, supporting our position with good data and obvious commitment.

I think it is crucial to have a group of people who are dedicated to representing our position independently, and who will commit time and resources to producing effective documentation. The union seems to me to be the best way to achieve this.

Barbara Kornstein  
UCB

## ARBITRATION (continued from page 1)

This is the key issue. The Agreement stated that UC must make a proposal to the union, and then it added: "It is understood that the Union, on behalf of the employees, reserves the right after meeting and conferring and if disagreement is reached, to use the Grievance Machinery." There was nothing in the Agreement that gave UC the right to institute an increase unilaterally. Quite the contrary, it seemed clear that what would be submitted to the grievance machinery and arbitration would be the disagreement over the amount of the increase.

Burns, for reasons that are not discussed

in his decision, accepted the UC position and then ruled that UC's action was reasonable. This was an incredible conclusion, since UC's entire course of action demonstrated a determination to subvert the June 22 Agreement. UC Administration never believed they would have to submit the issue to arbitration, and this is why they arbitrarily implemented the 1972-73 increase without prior meeting and conferring. Then they took the position that the disagreement may not be submitted to the grievance machinery despite the clear statement in the June 22 agreement.

It required a lawsuit by AFT to force UC to arbitrate the issue. Even after the Superior Court ruled in favor of the AFT, UC appealed to a higher court; even at the arbitration hearing, UC continued to argue that the issue should not be subject to arbitration. UC went to extraordinary lengths to prevent an arbitration hearing. It is only reasonable to conjecture that UC did not feel they had a strong case on the merits.

This decision is so bad and contains so many errors of fact and interpretation that the AFT consulted with its legal counsel on the advisability of a court suit to overturn it. Normally it is extremely difficult to successfully challenge an arbitrator's decision in court. Our attorney agrees that there are substantial errors in the Burns decision but advised us that the narrow legal technical grounds for a challenge would make a successful suit unlikely.

The question has also been asked how a well-known and otherwise capable arbitrator could come up with such a bad decision. There seem to be two main reasons:

First, Burns does not seem to understand current legal policy on affirmative action, and interpreted the key sex discrimination factor according to the laws of 20 years ago. There was nothing in the decision to indicate that he read, much less understood, any of the voluminous material about librarians and affirmative action that the AFT presented.

## ARBITRATION (Contd. from page 6)

Second, it seems that Burns did not want to undertake a consideration of what should be the inequity increases for various academic classifications. This would have required an examination of the extent of the inequity of various academic classes, including faculty. The easy way out was to rule on whether a more or less equal percentage increase (which is often unfair to lower paid classes since it increases the dollar differentials with higher paid groups) is reasonable. Conventional attitudes triumphed and equity lost.

Here are some of the reasons why the Burns decision was wrong and avoided dealing with the issue of equity:

1. The arbitrator had the responsibility to determine the amount of the librarian increase, not whether UC acted reasonably. In a dispute over the amount of a pay increase which goes to arbitration, it is wrong to put the burden of proof on the union to demonstrate that the employer acted unreasonably since the employer, in this situation, did not have the right to act; that is, to implement an increase. The Agreement provided that the disagreement should be submitted to an arbitrator to make a decision.

2. The arbitrator exceeded his authority by limiting his decision to a choice between (1) whether UC acted reasonably or (2) whether librarians should receive the full 12% increase. The Agreement clearly provides that the increase could be any amount up to 12 percent.

3. The arbitrator did not duly consider or refute the Union's evidence that the librarians had the greatest inequity of any class of academic employees. The University produced no evidence to challenge the Union's evidence, nor to establish the extent of the inequity for other classes.

4. The arbitrator failed to make a determination of the claims of librarians for an inequity increase compared to the claims of other classes.

5. The arbitrator did not duly consider or refute the Union's allegation that the librarians' inequity is due to sex discrimination and that this fact constitutes a prior claim on the inequity fund.

6. The arbitrator dismissed the Union's allegation of sex discrimination by pointing out the co-existence of low salaries and a predominantly women's occupation does not establish discrimination, but did not duly consider or refute the evidence the Union introduced. This evidence included official University reports on librarians' pay which identified sex discrimination as the key factor as to why librarians are the lowest paid full time academic employees.

7. The arbitrator capriciously dismissed the allegation of sex discrimination and stated there may be other reasons for the librarians' salary inequity without indicating what may be the reasons for the inequity.

8. The arbitrator erred in stating that if there were a valid claim of sex discrimination then librarians should receive the full 12%, and that would violate the June 22 Agreement which provided that other classes should also receive inequity increases. It was an error in calculation to conclude that if librarians received a 12% increase, then there would not be any money available for inequity increases for other classes. The AFT brief pointed out that the 12% increase would have reduced the inequity for other classes by only \$70.00 per year.

9. The arbitrator has relied on discredited criteria in evaluating whether discrimination exists. It is a matter of law and public policy applicable to the University that it is not necessary to prove wilful intent in order to prove the existence of discriminatory practices. The consequence of a policy or practice is as important and valid a criterion for determination of discrimination as is wilful intent. The Union introduced substantial evidence, including the laws and public policy, official Univer-

sity reports and scholarly studies, to support its allegations of sex discrimination. The arbitrator capriciously and wrongfully refused to consider this evidence. Even assuming there is a conflict with the terms of the agreement, such laws and public po-

policies take precedence. The parties to an agreement may not negotiate terms which negate the full force of applicable law.

Sam Bottone  
UC-AFT

MEMBERSHIP APPLICATION	
I wish to join the American Federation of Teachers, and I agree to pay monthly dues as follows:	
Assistant Librarian	\$4.00
Associate Librarian	\$6.00
Librarian	\$9.00
Part time	\$4.00
NOTE: Union dues are tax deductible.	
Name _____	Soc. Sec. # _____
Home Address _____	Department _____
Campus _____	Rank _____
Signature _____	Full Time _____ Part Time _____ Date _____

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